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UNCLAS //NO1000//  
ALNAVRESFOR 013/04  
MSGID/GENADMIN/COMNAVRESFORCOM/N01A//

SUBJ/SELECTED RESERVE ENLISTED CAREER MANAGEMENT OBJECTIVES (ECMO)//

REF/A/MSG/COMNAVRESFOR/132121ZDEC2003//

REF/B/DOC/COMNAVRESFOR/02OCT2002//

REF/C/DOC/BUPERS/20FEB2001//

REF/D/MSG/COMNAVRESFOR/092017ZJAN2004//

NARR/REF A IS ALNAVRESFOR 037/03 SELECTED RESERVE ENLISTED CAREER MANAGEMENT OBJECTIVES (ECMO). REF B IS COMNAVRESFORINST 1001.5D ADMINISTRATIVE PROCEDURES FOR THE SELECTED RESERVE AND PARTICIPATING MEMBERS OF THE INDIVIDUAL READY RESERVE. REF C IS BUPERSINST 1001.39D, ADMINISTRATIVE PROCEDURES FOR NAVAL RESERVISTS ON INACTIVE DUTY. REF D IS ALNAVRESFOR 013/01 CHANGE OF RATE PROCEDURES FOR SELECTED RESERVISTS.//  
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RMKS/1. REF A IS CANCELLED. DUE TO FORCE SHAPING, PERSONNEL IN OVERMANNED RATINGS (ECMO C) ARE ENCOURAGED TO CHANGE RATE INTO UNDERMANNED RATINGS (ECMO A), SOME MAY BE BONUS ELIGIBLE. SELECTED RESERVE ECMO POLICY IS CONTAINED IN REF B. METHODS FOR REQUESTING CHANGE OF RATE ARE IN REFS C AND D. THIS MESSAGE CONTAINS UPDATED ECMO CATEGORIES AND CRITICAL NAVY ENLISTED CLASSIFICATION (NEC) LISTINGS.

2. TERMS AND DEFINITIONS USED BELOW DEFINE ECMO CATEGORIES AND ADVANCEMENT CLASSIFICATIONS FOR SELECTED RESERVE PERSONNEL:

A. NONDESIGNATED STRIKER STATUS:

(1) "A" SCHL RQD - RATING ENTRY ONLY VIA CLASS "A" SCHOOL. PERSONNEL MAY SERVE IN THESE RATINGS WITHOUT ATTENDING THE APPLICABLE "A" SCHOOL BY REQUESTING A WAIVER TO PARTICIPATE IN THE E4 ADVANCEMENT CYCLE FROM COMMANDER, NAVY PERSONNEL COMMAND (COMNAVPERSCOM) (PERS-812). REFER TO REF B, EXHIBIT 7 FOR A SAMPLE WAIVER.

(2) OPEN - RATINGS ARE OPEN TO NONDESIGNATED PERSONNEL. UNIT COMMANDING OFFICERS (CO'S) MAY APPROVE NONDESIGNATED E3 PERSONNEL TO PARTICIPATE FOR ADVANCEMENT, INCLUDING OUT-OF-PATH CANDIDATES, PROVIDED AN "A" SCHOOL IS NOT REQUIRED. CO'S SHOULD ENSURE PERSONNEL ARE IN THE CORRECT PATH OF ADVANCEMENT. CO'S SHOULD NOT ENCOURAGE PERSONNEL TO STRIKE FOR ECMO CATEGORY "C" RATINGS. SN/AN/FN PERSONNEL WHO FAIL TO QUALIFY FOR A DESIRED RATING DUE TO ASVAB QUALIFICATIONS SCORE, MAY REQUEST A WAIVER FROM COMNAVPERSCOM (PERS-812). ASVAB LIMITS ARE LISTED IN REF E.

(3) CLOSED - NO E4 RATING ENTRY OPPORTUNITIES; RATING MANNED BY E5 AND ABOVE ONLY OR OVERMANNED AT E4.

B. ECMO CATEGORIES ARE:

- (1) CATEGORY A - UNDERMANNED
- (2) CATEGORY B - DESIRED MANNING
- (3) CATEGORY C - OVERMANNED
- (4) N/R - NO REQUIREMENTS

C. PROJECTED ADVANCEMENT OPPORTUNITIES ARE SHOWN IN PARENTHESIS AND ARE SUBJECT TO CHANGE. ALL PERSONNEL ARE STRONGLY ENCOURAGED TO PREPARE AND PARTICIPATE IN EACH EXAMINATION CYCLE. ADVANCEMENT CATEGORIES ARE:

- (1) CATEGORY 1 - EXCELLENT
- (2) CATEGORY 2 - GOOD
- (3) CATEGORY 3 - LIMITED
- (4) CATEGORY 4 - MINIMAL OPPORTUNITY

3. PERSONNEL IN RATES LISTED AS ECMO "C" WHO ARE ACCESSING INTO THE

NAVAL RESERVE MUST REQUEST RESCORE-R ACCESSION UNDER THE PROVISIONS OF REF B. RATES IN ECMO "A" ARE OPEN TO CONVERSION. SUBMIT CONVERSION REQUEST PER CHAPTER 6 OF REF C AND REF D. REQUESTS FOR CONVERSION TO ECMO "B(2)" RATES WILL BE CONSIDERED ON A CASE-BY-CASE BASIS. CATEGORIES "B(3)" AND "C(4)" WILL NOT NORMALLY BE APPROVED.

#### 4. SELECTED RESERVE ECMO CATEGORIES:

NONDESIG ECMO ADV STRIKER CATEGORY OPPORTUNITY RATINGS STATUS

E4/E5/E6 E4/E5/E6 NOTES

ABE C/C/C 4/4/4 (CLOSED)  
 ABF C/C/B 4/4/3 (CLOSED)  
 ABH C/C/C 4/4/4 (CLOSED)  
 AC A/B/C 1/1/4 ("A" SCHL RQD) (1)  
 AD B/C/C 2/4/4 (CLOSED)  
 AE A/B/C 1/3/4 (OPEN)  
 AG C/B/C 2/3/4 ("A" SCHL RQD) (7)  
 AM B/C/C 3/4/4 (OPEN)  
 AME A/B/C 1/1/3 ("A" SCHL RQD) (1)  
 AO B/B/C 3/3/4 (OPEN)  
 AS B/C/C 2/4/4 (CLOSED)  
 AT A/C/C 1/4/4 (OPEN)  
 AW A/B/B 1/1/3 ("A" SCHL RQD) (1)  
 AZ B/C/C 3/4/4 (CLOSED)  
 BM A/B/B 1/3/3 (OPEN)  
 BU B/C/C 3/4/4 ("A" SCHL RQD)  
 CE C/C/C 4/4/4 ("A" SCHL RQD)  
 CM A/C/C 1/4/4 ("A" SCHL RQD)  
 CS B/C/C 3/4/4 (CLOSED)  
 CTA C/A/B 2/1/2 ("A" SCHL RQD)  
 CTI C/A/A 2/1/1 ("A" SCHL RQD)  
 CTM C/A/A 2/1/1 ("A" SCHL RQD)  
 CTO C/C/A 2/4/1 ("A" SCHL RQD)  
 CTR C/A/C 4/1/4 ("A" SCHL RQD)  
 CTT NR/C/C NR/4/4 ("A" SCHL RQD) (2)  
 DC C/C/C 4/4/4 (CLOSED)  
 DK C/C/C 4/4/4 (CLOSED)  
 QQQQ  
 DT B/C/B 3/4/3 ("A" SCHL RQD)  
 EA A/C/C 1/3/4 ("A" SCHL RQD) (1)  
 EM C/C/C 4/4/4 (CLOSED)  
 EN A/C/C 1/4/4 (OPEN)  
 EO A/C/C 1/4/4 ("A" SCHL RQD)  
 ET A/B/C 1/2/4 ("A" SCHL RQD)  
 FC A/C/C 1/4/4 ("A" SCHL RQD) (1)  
 GM A/C/C 1/4/4 (OPEN)  
 GSE A/C/C 1/4/4 (CLOSED)  
 GSM B/C/C 2/4/4 (CLOSED)  
 HM B/C/C 3/4/4 ("A" SCHL RQD)  
 HT A/B/C 1/3/4 (OPEN)  
 IC C/C/C 4/4/4 ("A" SCHL RQD)  
 IS C/A/B 4/1/3 ("A" SCHL RQD) (4)  
 IT C/C/C 4/4/4 ("A" SCHL RQD)  
 JO C/C/C 4/4/4 (CLOSED)  
 LN B/A/C 2/1/4 (CLOSED)  
 MA A/A/B 1/1/3 ("A" SCHL RQD) (5)  
 MM B/C/C 1/4/4 (CLOSED)  
 MN A/A/B 1/1/3 ("A" SCHL RQD) (1,8)  
 MR A/C/C 2/4/4 (CLOSED)  
 OS A/C/C 1/4/4 (CLOSED)  
 PC C/C/C 4/4/4 (CLOSED)  
 PH C/C/C 4/4/4 (CLOSED)  
 PN C/C/C 4/4/3 (CLOSED)  
 PR A/B/C 1/3/4 ("A" SCHL RQD) (1)  
 QM A/C/C 1/4/4 (CLOSED)  
 RP A/C/C 1/4/4 (CLOSED) (6)  
 SH B/C/C 3/4/4 (CLOSED)

SK C/C/C 4/4/4 (CLOSED)  
 STG A/C/C 1/4/4 ("A" SCHL RQD)  
 STS B/A/C 3/1/4 (CLOSED TO FEMALE) (3)  
 SW B/C/C 2/4/4 ("A" SCHL RQD)  
 TM A/B/C 1/2/4 (OPEN)  
 UT A/C/C 1/4/4 ("A" SCHL RQD)  
 YN C/C/C 4/4/4 (CLOSED)  
 NOTE (1) ONLY PERSONNEL WHO HAVE COMPLETED "A" SCHOOL WILL BE ALLOWED TO PARTICIPATE IN ADVANCEMENT EXAMS. WAIVERS WILL NOT BE GRANTED AND ALL TESTS WILL BE INVALIDATED FOR NON "A" SCHOOL GRADUATES.  
 NOTE (2) RATING WILL BE DISESTABLISHED/MERGED. PERSONNEL NOT WANTING TO CONVERT TO THE MERGED RATE MUST REQUEST CONVERSION TO AN ECMO "A" RATE BEFORE THE RATING DISESTABLISHMENT DATE.  
 NOTE (3) RATING NOT AVAILABLE TO WOMEN.  
 NOTE (4) NONDESIGNATED PERSONNEL DESIRING TO STRIKE FOR THE "IS" RATE MUST SUBMIT AN "IN SERVICE TRAINING" REQUEST TO COMNAVPERSCOM (PERS-812) VIA THEIR CHAIN OF COMMAND (INCLUDE THE NEAREST RESERVE INTELLIGENCE PROGRAMS OFFICER) FOR ENROLLMENT IN THE BASIC RESERVE INTELLIGENCE TRAINING (BRIT) PROGRAM. SUBMIT REQUESTS IN THE SAME FORMAT AS A CHANGE OF RATING REQUEST. DRILLING RESERVE PERSONNEL MAY NOT FILL "IS" BILLETS WITHOUT PRIOR APPROVAL.  
 NOTE (5) DESIGNATED OR NONDESIGNATED E3 PERSONNEL MAY PARTICIPATE IN THE RESERVE-ONLY MA3 ADVANCEMENT EXAMINATION WITH APPROVAL FROM COMNAVPERSCOM (PERS-812). REQUESTS FOR CONVERSION TO "MA" RATE MUST INCLUDE ENDORSEMENTS FROM THE MEMBER'S UNIT, NRA, AND A SECURITY OFFICER (IF AVAILABLE), MUST HAVE LOCALLY ASSIGNED BILLET.  
 NOTE (6) NONDESIGNATED PERSONNEL STRIKING FOR "RP" RATE MUST INTERVIEW WITH A CHAPLAIN AND THEN RECEIVE A POSITIVE WRITTEN ENDORSEMENT BEFORE PARTICIPATING IN THE "RP" EXAMINATION AND BE LOCALLY ASSIGNED WITH A CHAPLAIN.  
 NOTE (7) PERSONNEL DESIRING TO CHANGE RATE OR STRIKE FOR THE "AG" RATING MUST COMPLETE REQUIREMENTS AS OUTLINED IN NAVMETOCCOMINST 1500.5.  
 NOTE (8) PERSONNEL DESIRING TO CHANGE RATE OR STRIKE FOR THE "MN" RATING MAY ATTEND THE TWO-WEEK COURSE AT MOMAG CENTRAL DRILL SITE, NAVRESCEN FT WORTH, TX IN LIEU OF THE FULL "A" SCHOOL. QUOTAS SHOULD BE COORDINATED THROUGH MR. JAY BURTON AT (361) 961-4990 EXT 131.

5. CRITICAL NEC CODES. ACCESSION OF CRITICAL NECS IN RATINGS WITHOUT RESERVATIONS MUST BE ASSIGNED INTO A LOCAL VACANT BILLET REQUIRING THAT NEC AND WILL BE EVALUATED ON A CASE-BY-CASE BASIS. MEMBERS HOLDING THE FOLLOWING CRITICAL NEC'S: 2401, 8211, 8250, 8251, 8252, 8262, 8271, 8278, 8289, AND 8404, WHO ARE CURRENTLY FILLING A VALID BILLET FOR THAT NEC OR ARE AFFILIATING AND OR ENLISTING TO FILL A VALID BILLET FOR THAT NEC, MAY BE ELIGIBLE FOR AN ENLISTED INCENTIVE BONUS.

6. CAREER DEVELOPMENT BOARDS, CAREER COUNSELORS, OR OTHERS WHO COUNSEL SAILORS ON CAREER OPPORTUNITIES, MUST USE THIS ALNAVRESFOR AS A READY REFERENCE. MOREOVER, WHEN COUNSELING, ENSURE SERVICE MEMBERS UNDERSTAND THE BENEFITS OF ENTERING RATINGS THAT OFFER THE GREATEST CAREER OPPORTUNITIES. REVIEW MILPERSMAN 1306-618 FOR RATE SPECIFIC REQUIREMENTS.

7. COMMANDS ARE HIGHLY ENCOURAGED TO CONTACT COMNAVRESFORCOM ENLISTED COMMUNITY MANAGERS (ECMS): SENIOR ENLISTED ADVISOR: HTCS(SW) PELLINEN AT DSN 678-5308 OR DONALD.PELLINEN@NAVY.MIL; ECM LCPO/SURFACE ECM: PNC(AW) STEVENS AT DSN 678-5167 OR CHARLES.STEVENS@NAVY.MIL; AVIATION ECM: AZ1(AW) ROULHAC AT DSN 678-6158 OR TONY.ROULHAC1@NAVY.MIL; ADMIN ECM/ADV PLAN: PN1 SUGGS AT DSN 678-6648 OR GREGORY.SUGGS@NAVY.MIL; NON-DESIGNATED ECM: PN1 ETHERINGTON AT 678-5946 OR ROGER.ETHERINGTON@NAVY.MIL; END  
 STRENGTH MANAGEMENT/CHANGE OF RATES: YN1 STANTON AT DSN 678-4053 OR PAUL.STANTON@NAVY.MIL.//